

## MOTION

Since 1970, the Los Angeles Fire Department (LAFD) has been the agency responsible for providing emergency medical service (EMS) for the City of Los Angeles. Over the ensuing 52 years, this responsibility has grown to the point that 85 percent of the LAFD's emergency calls are for EMS. The department has pioneered innovative approaches to sending the most appropriate response to the 400,000 emergency medical incidents they encounter annually. These have included a tiered dispatch system, a nurse practitioner response to frequent users, and transport to alternate destinations for behavioral and intoxication situations.

Each of these innovations was developed under the guidance of the Chief Medical Officer of the LAFD EMS Bureau. The Los Angeles County EMS Agency, which under state law is charged with oversight of all EMS agencies in the County, requires EMS provider agencies such as LAFD to have a Medical Director and describes several critical roles and responsibilities including coordinating the medical aspects of field care, oversight of medications including controlled substances, and overseeing the quality improvement process.

The Los Angeles City Health Commission was concerned to learn that, as of recently, the LAFD EMS Bureau no longer has a full time Chief Medical Officer and that the department is recruiting a Chief Physician. Since LAFD EMS is the largest provider of health care under city auspices, the Health Commissioners have a continuing interest in the success of the service while fully cognizant that operational responsibility for the LAFD rests with the Fire Commission.

The job announcement for the LAFD Chief Physician has a proposed salary range of \$168,606.00 - \$253,272.40. While this would be an attractive salary for many, it is too low to attract a top candidate with the necessary qualifications to the Los Angeles area. The requirements for the candidate are; medical licensure, appropriate board-certification, and eight years of management experience including three years in a supervisory role. By way of comparison, the publicly posted base salary for the Medical Director of the Los Angeles County Fire Department who has qualifications like those is \$320,534 with total compensation of \$430,571. Other local salaries for comparable positions are generally in the range of \$350,000 plus.

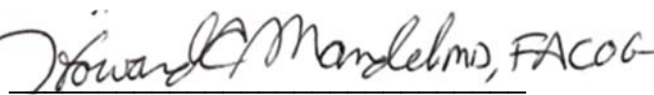
It is our understanding that the proposed salary is constrained by various City regulations. Since the LAFD is one of the largest EMS agencies in the country, it is very important that the Chief Physician for the agency be an experienced leader in the field of emergency medicine.

To achieve that:

**I MOVE** that the Los Angeles City Health Commission communicate to the Mayor, the City Council, the Fire Commission and the Los Angeles Fire Department the urgency of

developing a sufficiently attractive recruitment opportunity to attract an outstanding Chief Physician for the EMS Bureau. The successful candidate should be board-certified in Emergency Medicine, have the necessary experience and management skills along with an outstanding reputation as a leader in the field.

PRESENTED BY: 

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